



HEAVY EQUIPMENT/DIESEL MECHANIC Job Posting

Quincy or Royal Shop

September 18, 2026

Job Summary:

The position of **Heavy Equipment/Diesel Mechanic** is currently open in the **Quincy** or **Royal** shop (dependent on District need and candidate skills). This individual will be responsible for performing repairs, overhauls and maintain District vehicles and equipment including but limited to Gradalls, excavators, dozers, tractors, forklifts, semi-tractors, and pickups.

Position Qualifications:

- High School diploma, GED or comparable education desired.
- Formal training in heavy equipment/diesel mechanics preferred.
- In lieu of formal training, five (5) years heavy equipment / diesel mechanical repair work required.
- Class A CDL License with Hazardous Material & Tanker endorsement or ability to obtain such within 270 calendar days of employment. Maintain valid Washington State driver's license/CDL with insurable Motor Vehicle Record (MVR). Subject to Federal Motor Carrier Safety Administration (FMCSA) random drug testing.
- Extensive background investigation, negative pre-employment drug test, and subject to monthly FMSCA random drug testing.

Desired Knowledge, Skills & Abilities:

- Knowledge of electronic diagnostic equipment, hydraulic systems, electric, gas, and diesel engines required.
- Troubleshooting ability and knowledge of domestic vehicle repairs required.
- Basic electrical knowledge required.
- Experience with automatic and standard transmission repair required.
- Experience with painting and body work, fabricating and welding desired.
- Must display a positive attitude a promote teamwork.
- Must display a courteous, respectful and tactful manner with supervisors, co-workers and the public.
- Ability to communicate effectively orally and in writing, and to keep accurate records.

Compensation: Bargaining wage schedule Group 2B (2026 CBA Start \$30.59/hr.); WA State PEBB medical/dental/vision/prescription drug insurance; basic life, AD&D, and long-term disability insurance; paid holidays; paid annual and sick leave; WA State Public Employees Retirement System (PERS); deferred compensation program match.

Application and complete job description are available by contacting:

QCBID Website: <https://www.qcbid.org/employment>
Online Application: <https://webcorp.com/apply/QCBID/>
Email: humanresources@qcbid.org

POSITION OPEN UNTIL FILLED

THIS ORGANIZATION PARTICIPATES IN E-VERIFY 

Quincy-Columbia Basin Irrigation District is an Equal Opportunity Employer. Employment is at-will; neither this job description, nor any other QCBID document, grants any contractual right, either expressed or implied, to remain in the employment of the District; nor does it guarantee any fixed terms and/or conditions of employment. QCBID will provide reasonable accommodation to qualified individuals with physical, mental, or sensory disability.

JOB DESCRIPTION

Job Title: Heavy Equipment / Diesel Mechanic
Section: Quincy or Royal Shop
Reports to: Fleet Supervisor
FLSA Status: Non-exempt (Hourly)
Union Position: Yes
Safety Sensitive: Yes
Revision Date: February 20, 2025
Supersedes: June 4, 2024

Job Summary

To maintain and perform repairs and overhauls on Quincy-Columbia Basin Irrigation District (QCBID or District) heavy equipment including, but not limited to, Gradalls, excavators, dozers, tractors, forklifts, and semi-tractors.

Duties & Responsibilities

To perform the job successfully each essential function of the job must be performed satisfactorily. The following essential functions are activities that, if not performed, would significantly and fundamentally alter the position.

- Repair and/or overhaul gas and diesel engines
- Repair and/or overhaul standard and automatic transmissions
- Repair hydraulic systems
- Perform diversified electrical work on all District vehicles and equipment
- General troubleshooting
- Perform routine maintenance on District vehicles and/or light equipment as necessary
- Road test vehicles and equipment
- Maintain proper maintenance records
- Maintain attendance
- Perform related duties and responsibilities as required
- Secondary function: other duties as assigned

Supervisory Responsibilities

None

Job Specifications

The following job specifications are representative of the knowledge, skills, abilities, education, and experience required to successfully perform the duties of this position. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Education/Licenses/Certifications

- High School diploma, GED or comparable education required
- Formal heavy equipment / diesel mechanical training preferred
- Possess and maintain Class A Commercial Driver License (CDL) with Tanker endorsement, or ability to obtain within 270 calendar days of employment; must maintain an insurable driving record

Experience

- In lieu of formal training, five (5) years heavy equipment / diesel mechanical repair work required

Knowledge/Skills/Abilities

- Knowledge of electronic diagnostic equipment, hydraulic systems, electric, gas, and diesel engines required
- Troubleshooting ability and knowledge of domestic vehicle repairs required
- Experience with automatic and standard transmission repair required
- Experience with painting and body work desired
- Fabricating and welding experience desired
- Must supply personal tools necessary to perform the essential duties and responsibilities of the position
- Self-motivated; ability to start and complete projects and tasks with minimal supervision
- Excellent interpersonal skills
- Effective English oral and written communication skills
- Basic computer skills and working knowledge of Microsoft Office

Other

- Must display a positive attitude and promote team work
- Must display a courteous, respectful and tactful manner with supervisor, public and co-workers
- Must follow all District safety policies
- Use strong reasoning skills and take responsibility for self in work environment
- Safety Sensitive position is subject to random, post-accident, and reasonable suspicion drug testing
- Must pass an extensive background check and pre-employment drug screen as a condition of employment

Working Conditions

This position will expose the worker to environmental conditions found both indoors in a shop setting, and outdoors.

- May occasionally be exposed to inclement weather
- May frequently be required to work in close quarters and cramped spaces
- Will frequently be exposed to noise and vibration
- Will frequently be exposed to fumes, odors, dust, and other pollutants
- Will frequently be exposed to hazards such as moving parts, rotating blades, electrical current, etc.
- Will frequently be exposed to solvents, fuel and batteries
- Will frequently be exposed to inherent hazards such as slipping, tripping, falling, vehicle accidents

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Must be able to lift and move up to 10 lbs. frequently; up to 100 lbs. occasionally
- Must be able to ascend and descend steps/stairs
- Must be able to bend, crouch, stoop, kneel, and stand for long periods
- Must be able to grip, grasp, and handle objects such as tools and small parts
- Must be able to see objects at close range, as well as detect differences between colors
- Must have manual dexterity such as necessary to operate a motor vehicle and various tools
- Must be able to communicate clearly, both orally and in writing

- Must be able to drive in all weather conditions

Compensation

Wage: Bargaining Unit Payroll Classification Group 2B (2025 scale: Step 1, \$29.41/hr. – Journey, \$33.95/hr.)

Benefits:

- Medical, dental, vision, and prescription drug Insurance, coverage effective first of month following date of hire, with choice of
 - Preferred Provider Plan (PPO), or
 - High Deductible Healthcare Plan (HDHP) with Health Savings Account (HSA)
- District paid basic life insurance, AD&D insurance effective first of month following date of hire
 - Voluntary life and AD&D insurance available
- District reimbursed long-term disability (LTD) insurance
- Paid Sick Leave (accrual begins date of hire, eligible to use 90-days after date of hire)
- Paid Annual Leave (accrual begins after introductory period is complete, minimum 180 days-maximum 270 days)
- Paid Holidays (eligible 30-days after date of hire)
- Washington State Public Employees Retirement System (PERS)
- Washington State Deferred Compensation Program (DCP) match

This is a full-time position based either in Quincy or the Royal Watermaster section. Normal working hours are 7:30am to 4:00pm, Monday through Friday. Occasional overtime and travel outside the District to attend trainings may be required.

Quincy-Columbia Basin Irrigation District is an Equal Opportunity Employer. This organization participates in E-Verify.

Employment at Quincy-Columbia Basin Irrigation District is at-will. Neither this job description, nor any other QCBID document, grants any contractual right, either expressed or implied, to remain in the employment of the District; nor does it guarantee any fixed terms and/or conditions of employment. Employment is not for any specific time and may be terminated at will, with or without cause, and without prior notice by QCBID, or you may resign for any reason at any time.

Quincy-Columbia Basin Irrigation District

1720 Central Avenue S • PO Box 188

Quincy, WA 98848

Phone (509) 787-3591 • Fax (509) 787-3719 fax



Application Date	Month	Day	Year	Position applied for (list specific position)	This application is for: ☐ Full Time ☐ Temporary ☐ Summer
Name	Last			First	M.I.
Physical Address	Street or PO Box			City/State	Zip Code
Mailing Address (if different than physical address)	Street or PO Box			City/State	Zip Code
Telephone	Best Contact Number			Message Number	
Email Address					
What section(s) are you willing to work in? ☐ ADCO ☐ Winchester ☐ Quincy ☐ George ☐ Royal ☐ Blythe ☐ Headquarters					
What hours/days are you available to work?				When would you be available to begin work?	
Have you previously been employed by QCBID? ☐ YES ☐ NO (IF YES, GIVE DATES)				Have you previously applied to QCBID? ☐ YES ☐ NO (IF YES, GIVE DATES)	
Are you related to any current QCBID employee(s) (spouse, parents, children, siblings, step-relatives, and in-laws)? ☐ YES ☐ NO					
If yes, indicate name of individual & relationship:					
Are you at least 18 years of age? ☐ YES ☐ NO				Are you legally eligible to work in the United States? ☐ YES ☐ NO QCBID participates in E-verify.	
How did you hear about this position?		☐ Referral from current QCBID Employee ☐ Newspaper Ad ☐ Website/Online Job Board ☐ Walk-in ☐ Other		Specify Source: (Name of newspaper, website, employee, etc.)	

EDUCATIONAL & TRAINING RECORD

Give your complete educational history below. For any position, proof of education may be requested for employment.

High School	Name of School	City & State	Graduate: ☐ Yes ☐ No ☐ G.E.D.	
Vocational School	Name of School	City & State	Graduate: ☐ Yes ☐ No	Graduation Date or Last year attended _____
Major		Minor	☐ Certificate ☐ Diploma	
College	Name of School	City & State	Graduate: ☐ Yes ☐ No	Graduation Date or Last year attended _____
Major		Minor	Degree(s)	
Other Courses / Certifications Completed	Name and Addresses of School/Institute			
Course and/or Certification Title			Certificate or Diploma: ☐ Yes ☐ No	Date Completed
Other Courses / Certifications Completed	Name and Addresses of School/Institute			
Course and/or Certification Title			Certificate or Diploma: ☐ Yes ☐ No	Date Completed

LICENSE INFORMATION

Do you have a valid Washington State Driver's License?	☐ YES ☐ NO	Driver's License number:
Do you have a Commercial Driver's License (CDL)?	☐ YES ☐ NO	If yes, type of endorsements:
Do you have any Department of Motor Vehicle imposed restrictions on your driving privileges?	☐ YES ☐ NO	Driver's license expiration date:
Do you have a Public Pesticide Operators License?	☐ YES ☐ NO	If yes, type of endorsements:

EMPLOYMENT RECORD

List employment for the past **10 years or 3 employers, whichever is greater** (use additional pages if necessary). Begin with most recent and include self-employment and military service. This application must be filled out completely for employment consideration.

WE MAY CONDUCT REFERENCE CHECKS DIRECTLY FROM INFORMATION PROVIDED IN THIS SECTION

Employer Name		Phone	Employment Dates From To
Address (Street and Mailing)			Month/Year Month/Year
City	State	Zip	Reason for Leaving
Job Title	Immediate Supervisor		☐ VOLUNTARY ☐ DISCHARGED
Primary Responsibilities			

Employer Name		Phone	Employment Dates From To
Address (Street and Mailing)			Month/Year Month/Year
City	State	Zip	Reason for Leaving
Job Title	Immediate Supervisor		☐ VOLUNTARY ☐ DISCHARGED
Primary Responsibilities			

Employer Name		Phone	Employment Dates From To
Address (Street and Mailing)			Month/Year Month/Year
City	State	Zip	Reason for Leaving
Job Title	Immediate Supervisor		☐ VOLUNTARY ☐ DISCHARGED
Primary Responsibilities			

Employer Name		Phone	Employment Dates From To
Address (Street and Mailing)			Month/Year Month/Year
City	State	Zip	Reason for Leaving
Job Title	Immediate Supervisor		☐ VOLUNTARY ☐ DISCHARGED
Primary Responsibilities			

GAPS IN EMPLOYMENT

Explain below any gaps in employment history

FROM		TO		What were you doing during this period?
Month	Year	Month	Year	

SKILLS/EXPERIENCE

Below indicate the job skills related to this position you have acquired and equipment you can operate include amount of experience in each area.
Attach an additional sheet if necessary.

Skill	Amount of Experience	Employer/Place skills where learned or applied

PROFESSIONAL REFERENCES

List three (3) work references, **not friends or relatives**, who are familiar with your work qualifications that may be contacted for reference.

Name	Telephone Number	Work Relationship & Company
Name	Telephone Number	Work Relationship & Company
Name	Telephone Number	Work Relationship & Company

JOB APPLICATION AGREEMENT

Read carefully before signing

I hereby give Quincy-Columbia Basin Irrigation District and their recruitment agent the right to make a thorough investigation of my present and/or past employment, personal background, work history, criminal record and credit history (if applicable to the position). I release from all liability all persons, companies, and corporations supplying such information. I indemnify and hold harmless Quincy-Columbia Basin Irrigation District and their recruitment agent against any liability, which might result from making such investigation. I understand that any false answer or statements on this form or on other required documents may result in denial of employment or discharge.

Additionally, I understand that nothing contained in this employment application or in the granting of an interview is intended to create an employment contract between Quincy-Columbia Basin Irrigation District and myself for any term of employment or employment benefit or procedure. No promises regarding employment have been made to me and I understand that no such promise or guarantee is binding upon Quincy-Columbia Basin Irrigation District.

I agree that should an offer of employment be extended to me, this offer will be contingent on completing a pre-employment drug test, a physical examination (if required for the position), criminal background check and a current employer reference. I recognize that a final offer of employment is contingent upon satisfactory results of the above. I understand, also, that I am required to abide by all rules and regulations of the District, as permitted by law.

This certifies that this application was completed by me and that all entries on it and information in it are true and complete to the best of my knowledge.

I acknowledge that Quincy-Columbia Basin Irrigation District participates in E-Verify.

Applicant Signature

Date

Applicant Name (Please Print)

Quincy-Columbia Basin Irrigation District is an Equal Opportunity Employer.

FOR EMPLOYMENT

FAIR CREDIT REPORTING ACT DISCLOSURE FOR THE PROCUREMENT OF CONSUMER REPORTS

Quincy-Columbia Basin Irrigation District may request consumer reports, as defined by the federal Fair Credit Reporting Act, on you from a consumer reporting agency in connection with your employment application and for employment purposes. A consumer report is a compilation of information that might affect your employability. These reports may contain information about your character, general reputation, personal characteristics and mode of living. The reports may also contain information about you relating to your criminal history, credit history, driving and/or motor vehicle records, education or employment history, or other background checks.

THE SCREENING WILL BE CONDUCTED BY AN OUTSIDE AGENCY:

AcraNet
521 W Maxwell Ave
Spokane WA 99201
(800) 304-1249

Applicant Acknowledgement of Disclosure:

Printed Name: _____

Signature: _____

Date: _____



Notice for Applicant/Employee

A-4 Authorization

'Notice of Intent' and 'Authorization' To Obtain an Investigative Consumer Report for Employment or Other Legitimate Permissible Purposes

The undersigned applicant/employee is hereby notified that _____ (Employer) may obtain an investigative consumer report for employment purposes through ACRANet. Such report may include information as to character, general reputation, history of criminal convictions, employment, education, professional license, credit and/or driver's record history. Applicant/employee acknowledges that they are herein informed of their right to request within a reasonable period of time after receiving this notice, a complete and accurate disclosure of the nature and scope of the investigation requested. Such disclosure will be mailed or otherwise delivered to applicant within five days from the date of the applicant/employee's request for disclosure or such report was first requested by employer, whichever is the later. Applicant/employee further authorizes the above named company to obtain an investigative consumer report through ACRANet for employment purposes at this time or anytime during the applicant/employee's tenure with employer.

Print Full Name:

Former Name/Maiden Name (list all):

Street Address:

City: _____ **State:** _____

Zip: _____

Social Security Number:

Date of Birth: ____/____/____

(In order for factual information to be obtained & reported, your date of birth and social security number are requested. This information is used solely for verification purposes in compliance with the Fair Credit Reporting Act.)

Driver's License # (if applicable) _____ **State of Issue** _____

Signature: _____ **Date:** _____

Para información en español, visite www.consumerfinance.gov/learnmore o escribe a la Consumer Financial Protection Bureau, 1700 G Street NW, Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street NW, Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer

reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.

- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- The following FCRA right applies with respect to nationwide consumer reporting agencies:

CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE

You have a right to place a “security freeze” on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is

placed on a consumer's credit file. Upon seeing a fraud alert display on a consumer's credit file, a business is required to take steps to verify the consumer's identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:	a. Consumer Financial Protection Bureau 1700 G Street NW Washington, DC 20552 b. Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue NW Washington, DC 20580 (877) 382-4357
2. To the extent not included in item 1 above: a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act. c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations d. Federal Credit Unions	a. Office of the Comptroller of the Currency Customer Assistance Group P.O. Box 53570 Houston, TX 77052 b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480 c. Division of Depositor and Consumer Protection National Center for Consumer and Depositor Assistance Federal Deposit Insurance Corporation 1100 Walnut Street, Box #11 Kansas City, MO 64106 d. National Credit Union Administration Office of Consumer Financial Protection 1775 Duke Street Alexandria, VA 22314
3. Air carriers	Assistant General Counsel for Office of Aviation Protection Department of Transportation 1200 New Jersey Avenue SE Washington, DC 20590
4. Creditors Subject to the Surface Transportation Board	Office of Public Assistance, Governmental Affairs, and Compliance Surface Transportation Board 395 E Street SW Washington, DC 20423
5. Creditors Subject to the Packers and Stockyards Act, 1921	Nearest Packers and Stockyards Division Regional Office
6. Small Business Investment Companies	Associate Administrator, Office of Capital Access United States Small Business Administration 409 Third Street SW, Suite 8200 Washington, DC 20416
7. Brokers and Dealers	Securities and Exchange Commission 100 F Street NE Washington, DC 20549
8. Institutions that are members of the Farm Credit System	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue NW Washington, DC 20580 (877) 382-4357